



Chief Executives Board for Coordination

5 May 2009

English only

Report of the High-level Committee on Management on its seventeenth session, Rome, 24 and 25 February 2009

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I. Introduction

1. The High-level Committee on Management (HLCM) held its seventeenth regular session at the headquarters of the World Food Programme in Rome on 24 and 25 February 2009. The meeting was chaired in alternate sessions by the Chairperson, WFP Executive Director, Josette Sheeran, and by the Vice-Chairman, Assistant Director-General of General Management of the World Health Organization, Denis Aitken.

II. Adoption of the agenda

Documents

- Revised provisional annotated agenda (CEB/2009/HLCM/1/Rev.1)
 - Provisional programme of work (CEB/2009/HLCM/1/Add.1)
2. The agenda, as adopted by the Committee, is reflected in the table of contents of the present document.
3. The list of participants is provided in annex I.
4. The list of documents is provided in annex II. All of the documents related to the session are available on the website of the United Nations System Chief Executives Board for Coordination (CEB) at <https://hlcm.unsystemceb.org/documents/February2009/>.

III. Dialogue with the Federation of International Civil Servants' Associations, the Coordinating Committee for International Staff Unions and Associations of the United Nations System and the United Nations International Civil Servants Federation

5. The Committee welcomed the representatives of the three staff federations: the Federation of International Civil Servants' Associations (FICSA), the Coordinating Committee for International Staff Unions and Associations of the United Nations System (CCISUA) and the United Nations International Civil Servants Federation (UNISERV). The full statements made by each federation are reflected in annexes III to V of the present report. Some highlights from the statements were discussed during the dialogue, namely: (a) the new contractual arrangements introduced by the General Assembly in its resolution 63/250, in regard to which concerns were expressed about the provision that "there shall be no expectations, legal or otherwise, of renewal or conversion of a fixed-term contract"; (b) the new system for administration of justice, in regard to which the staff representatives reiterated their support for an independent, transparent and professionalized system; (c) staff safety and security, which remained a fundamental concern of all staff federations, which had been active participants in the Steering Committee on Safety and Security and in its Operational Working Group on the Strengthening of the United Nations Security Management System. On this item, a particular emphasis was placed on the safety and security provisions for national staff; on the need not to compromise on

compliance with minimum operating security standards (MOSS) in United Nations offices; and on the rules governing compensation in the event of service-related death, injury or illness.

6. The staff federations stressed the importance of engaging in good-faith dialogue between staff and management through participation in various forums, such as HLCM and the Staff-Management Coordinating Committee (SMCC) and being active participants in working groups.

7. Thanking the staff representatives for their statements, the Committee welcomed ideas on making staff-management dialogue more meaningful, so that staff and management could work more effectively towards the same objectives, especially during the current challenging times; noted that the Human Resources Network was working closely with the staff representatives; and recommended that the follow-up on the various issues that had been raised should continue in that forum.

IV. Security and safety of staff

A. Briefing by the Under-Secretary-General for Safety and Security

8. The Under-Secretary-General for Safety and Security briefed the Committee on the unprecedented security challenges facing the United Nations system. He outlined the nature and relevance of emerging threats, which were determined by a combination of overlapping factors: (a) the proliferation of extremism and the increase in its sophistication; (b) the growth in the hostile intent towards the United Nations from extremism; and (c) the expansion of United Nations operations in conflict zones.

9. The Under-Secretary-General for Safety and Security stressed the need to move urgently to the implementation stage of the recommendations developed by the Steering Committee on Safety and Security, underlining that a new level of resources was required to address the new needs, and that such increased funding requirements had to be presented to Member States in all the governing bodies of member organizations.

B. Report of the Steering Committee on Safety and Security

Document

- Report of the Steering Committee on Staff Safety and Security and of its Operational Working Group on the Strengthening of the United Nations Security Management System (CEB/2009/HLCM/2/Rev.1)

10. The Committee welcomed the report of the Steering Committee on Safety and Security and of its Operational Working Group on the Strengthening of the United Nations Security Management System (CEB/2009/HLCM/2/Rev.1), including its recommendations, and requested the Human Resources and Finance and Budget Networks to urgently address the specific recommendations and issues relevant to them. In particular, HLCM requested the Human Resources Network to address the

issues raised in the report concerning rules governing compensation in the event of service-related death, injury or illness.

11. The Committee requested its Chair to produce a summary of the policy recommendations for endorsement by CEB at its spring session in 2009, underscoring that those recommendations could not be fully operationalized without addressing the funding issues. The Committee also requested the Chair to prepare a draft statement from CEB to Member States expressing the strong commitment of CEB to implementing a comprehensive plan for a strengthened and enhanced system-wide security management system as well as to the need to increase financial resources for it.

12. The Committee requested the Steering Committee to monitor closely the implementation of actions detailed in its report (as reflected in annex B to that report), including by providing details of the budgetary implications stemming from its recommendations, to be made available to CEB at its spring session in 2009.

13. The Committee endorsed the Steering Committee's approach to security risk management and the proposed new concept for establishing security phases, and requested the Steering Committee to submit a detailed update on the progress of the pilot project on the proposed security phase system, to be considered by HLCM at its fall session in 2009.

14. Decided that the Executive Group on Security should be chaired by the Under-Secretary-General for Safety and Security and requested the Steering Committee to provide an update on the functioning of that Group to HLCM at its fall session in 2009.

C. Report of the Inter-agency Security Management Network and United Nations Medical Directors Working Group

Documents

- Report of the Inter-agency Security Management Network, Paris, 26-28 January 2009 (CEB/2009/HLCM/3)
- Financial Implications of Inter-agency Security Management Network recommendations (CEB/2009/HLCM/3/Add.1)
- Submission from the United Nations Medical Directors Working Group to the HLCM (CEB/2009/HLCM/17)

15. HLCM urged that all actions related to or moves aimed at adjusting elements of the security management system should be done bearing in mind overall coherence.

16. Noting the importance of treating MOSS as a risk management tool, HLCM endorsed the recommendations contained in the report of the Inter-agency Security Management Network that did not have financial implications, decided to establish the position of Co-Chair of the Network, with a two-year term, and requested submission of updated terms of reference of the Network for the Committee's review and approval.

17. Requested the Steering Committee for Safety and Security, working closely with the Department of Safety and Security, as Chair of the Inter-agency Network,

to provide HLCM with a comprehensive report, including on all budgetary requests and proposals on corresponding financing mechanisms, in time to allow consideration and decision by HLCM, through the Finance and Budget Network, before the deadline set for finalization of budget submissions for the biennium 2010-2011 to the General Assembly. With respect to the proposals included in document CEB/2009/HLCM/17 from the United Nations Medical Directors Working Group, HLCM endorsed those proposals and requested that the related financial requirements be covered through savings from the cost-shared portion of the biennial budget of the Department.

18. HLCM urged greater transparency in respect of budget management and decisions in the Department of Safety and Security, including in respect of performance reviews.

19. HLCM urged the Department of Safety and Security to consult with the Steering Committee during the planned management review by the Department, and requested that the management review be discussed in the next meeting of HLCM, bearing in mind the modalities of participation of HLCM members in the security management system and the corresponding cost-sharing arrangements.

20. HLCM underscored the critical importance of moving ahead with the decision-making process on the above issues, including the possibility of organizing an ad hoc session of HLCM by videoconference at the most appropriate time before its eighteenth session.

V. High-level Committee on Management Plan of Action for the Harmonization of Business Practices: workplan and coordination with the United Nations Development Group on management issues

Documents

- HLCM Plan of Action for the Harmonization of Business Practices in the United Nations system (CEB/2008/HLCM/10, for reference)
- Briefing note on latest developments on the HLCM Plan of Action (CEB/2009/HLCM/7)
- Overview of HLCM activities and linkages (CEB/2009/HLCM/4)

21. The Committee took note of the progress report on the fund-raising campaign for the business practices funding proposal, as well as of the funding and launch of the first project (common framework to deal with suspect vendors), and endorsed the tentative list of priorities among the projects currently included in the Plan of Action for the Harmonization of Business Practices, as outlined in document CEB/2009/HLCM/7.

22. The Committee expressed appreciation to the Government of New Zealand for its generous contribution and for the confidence placed in the Committee in taking forward the initiative.

23. The Committee requested the Business Practices Steering Committee and the HLCM Networks to carry out a review of all the projects included in the Plan of

Action, with a view to assessing their relevance and priority in the light of the changed financial context, and to refining their expected outcomes, timelines and projected resource requirements, based also on the feedback already received from the donor community.

24. In consideration of the fact that some of the initiatives included in the Plan were an integral part of the HLCM programme of work, and that considerable work was already under way for many of the projects, HLCM requested the Networks to identify areas where work could and should proceed independently of external funding, and encouraged member organizations to commit the necessary financial and human resources to such priority areas. Should extrabudgetary funding become available, preliminary phases of the projects would already be at an advanced stage and work could proceed on a much stronger basis, with more ambitious objectives.

25. The Committee accepted with appreciation the offer by the International Civil Service Commission (ICSC) to provide input and partial funding for the first project in the Plan of Action, aimed at undertaking a comparative analysis and review of the staff regulations and rules of the organizations of the United Nations common system leading to their progressive harmonization, and requested the Human Resources Network to develop a detailed plan to use that contribution in conjunction with a direct commitment by member organizations to deliver the outcomes proposed in the project, irrespective of availability of external funding.

26. The Committee requested the CEB secretariat and the chairs of the HLCM Networks to continue their fund-raising efforts, with a view to providing donors that had already declared their interest in the Plan of Action with the additional information they had requested.

27. The Committee approved the format, structure and content of the overview of HLCM activities and linkages (CEB/2009/HLCM/4), incorporating changes and suggestions that had emerged from the discussion, and recommended that, once finalized, the overview should be updated at least twice a year and that the information included in the brochure should also be posted on the CEB website.

28. The Committee recommended that the CEB secretariat should develop a similar information document on HLCM aimed at readers not members of the Committee, such as Member States and the external public in general, with the appropriate format and level of detail.

29. HLCM noted the briefing by the Development Operations Coordination Office, and recommended continuing the well-established pattern of sharing information and coordinating with HLCM.

VI. Senior Management Leadership Programme

Document

- United Nations leaders programme: developing strategic leaders (CEB/2009/HLCM/6)

30. Recalling that HLCM at its sixteenth session had given a mandate to the United Nations System Staff College to redesign the Senior Management Leadership Programme, in consultation with an HLCM reference group, the Committee was provided with a progress report by the Deputy Director of the Staff College on the

redesigned programme, took note of that report and requested the Staff College to report to the Committee on the outcome of the upcoming groups of participants at its next session.

31. The Committee also asked the Staff College to pay particular attention to the choice of the right candidates for the first group to take part in the Programme, in May 2009, in order to receive the quality feedback necessary to conduct a good evaluation of that group, and to carry out in-depth monitoring and evaluation for the entire duration of the Programme, in consultation with the HLCM reference group.

VII. High-level Committee on Management Networks

A. Procurement

Document

- Summary of conclusions of the fifth session of the High-level Committee on Management Procurement Network: draft executive summary (CEB/2009/HLCM/13/Rev.1)

32. The Committee took note with appreciation of the draft executive summary (CEB/2009/HLCM/13/Rev.1) of the most recent Procurement Network meeting in Vienna, acknowledging the considerable scope of the Network's work on greening initiatives, support to country offices, professionalization of the procurement function, procurement harmonization, sustainable procurement, procurement certification and the tangible deliverables that needed to be built upon, such as the United Nations global marketplace, the Practitioners Handbook and training materials.

33. The Committee underlined the importance and urgency of finding a common operational solution to the issue of "suspect" vendors. It encouraged the Procurement Network, in coordination with the lead agency, the United Nations Development Programme, for the project on developing a common framework to deal with suspect vendors, to take the necessary steps to develop a detailed project plan, taking due consideration of comments and suggestions received during the discussion, including, in particular, those of the Network of Legal Advisers, and submit the project plan to the Business Practices Steering Committee for review and subsequent disbursement of funding, with a view to expediting implementation of the activities foreseen and delivery of the expected outcomes within the planned time frame.

34. In the current context of volatile markets, public sector procurement was seen as instrumental to potentially being able to partly offset the downturn in the international economy. HLCM members appreciated the invitation to consider using, subject to increased scrutiny, any discretion they might have in prioritizing funds available for 2009 to invest in their procurement offices, since dynamic teams engaged in such activities as renegotiating contracts and using long-term agreements could bring advantages to their organization.

B. Finance and budget

Documents

- Task Force on Accounting Standards: International Public Sector Accounting Standards progress report (CEB/2009/HLCM/8)
- Finance and budget related highlights for information of HLCM (CEB/2009/HLCM/12)

35. The Committee endorsed the proposed framework for system-wide support to be offered by the team working on the International Public Sector Accounting Standards (IPSAS) to United Nations system organizations after the end of 2009 and during the IPSAS implementation phase, along with the corresponding workplan and budget (the total budget for the biennium 2010-2011 amounted to \$1,331,000, with an actual funding requirement of \$477,000 plus \$854,000 rolled forward from the 2008-2009 budget), as outlined in document CEB/2009/HLCM/8.

36. The Committee recommended that the issue of institutionalization of IPSAS support from 2012 onward, aimed at ensuring a stable system-wide support to IPSAS implementation across the United Nations system, should be further considered based on detailed proposals for different options to be developed by the Finance and Budget Network.

37. The Committee noted the critical need to ensure transparency and timely information for all stakeholders with respect to the expected IPSAS implementation date across member organizations. In the light of the related risks that had been shown to exist both in the results of the latest survey by the IPSAS Task Force and in the recent findings of the Panel of External Auditors, the Committee requested the Finance and Budget Network to carry out a new, in-depth analysis of the issue, possibly through an updated survey across member organizations, and to produce a detailed and reliable picture of expected United Nations system-wide IPSAS implementation, indicating existing constraints, envisaged risks and cost implications for delayed implementation. The Committee also requested all organizations to review their target date for IPSAS implementation, taking into consideration the concerns that had been raised on the risks associated with achieving that deadline within each organization. While members were encouraged to take appropriate steps to achieve the target date of 2010, members should adjust the target date if necessary and inform all stakeholders on a timely basis.

38. The Committee noted with appreciation the recent work of the Network, as presented in the briefing by its Co-Chair. The Committee endorsed, in principle, the conceptual framework on capital budgeting developed by the Network and recommended that it be used as the reference framework by member organizations in any attempt to introduce capital budgeting modalities into their budgeting frameworks, consistent with their legal and regulatory framework and in relation to their current situation. With respect to the joint HLCM/United Nations Development Group working group on cost-recovery policies, the Committee encouraged the group to complete its study and reach conclusions within the planned deadline of the spring of 2009. The Committee also strongly encouraged the Network to continue its work on common treasury services as one of the key potential areas for the generation of efficiency savings across the system, and asked organizations to commit the necessary attention and resources to that work independent of any

extrabudgetary funding that might become available through the business practices proposal.

C. Human resources

Documents

- Human resources issues for information of HLCM: contractual arrangements (CEB/2009/HLCM/9)
- Human resources issues for information of HLCM (CEB/2009/HLCM/15)
- Human resources issues for information of HLCM: new system of administration of justice in the United Nations (CEB/2009/HLCM/16)

39. The Committee took note of the latest developments on the new contractual arrangements adopted by the General Assembly in its resolution 63/250 and on the reform of the internal administration of justice system, as outlined in a briefing by the Assistant Secretary-General for Human Resources Management, Catherine Pollard.

40. The Committee recommended that member organizations should commit to a coordinated approach to dealing with the reform of contractual arrangements and with the reform of the internal administration of justice system, through the Human Resources Network and other bodies, as appropriate. Timely and detailed information-sharing as implementation progressed on both those crucial reforms remained essential to ensure that a consistent system-wide approach was preserved.

41. The Committee took note of the various issues on the agenda of the forthcoming meeting of the Human Resources Network, as outlined in the briefing by the spokesperson for the Network, and looked forward to receiving for consideration and approval the Network's final recommendations on the revised inter-agency mobility accord, the policy statement on employment of persons with disabilities in the United Nations workplace and the mandatory age of retirement in the United Nations system.

42. Regarding the issue of the declining level of Professional salaries in Euro-zone countries, the Committee noted with appreciation that the International Atomic Energy Agency and other organizations, with the support of the Human Resources Network, were following this matter closely with ICSC. The Committee requested to be kept informed on the issue at its next session.

D. Information and communications technology

Documents

- HLCM briefing on Intranet sharing (CEB/2009/HLCM/10)
- United Nations Secretariat enterprise resource planning project implementation (CEB/2009/HLCM/11)

43. The Committee discussed, on the basis of the paper presented by the United Nations Secretariat, the expected challenges and risks of its planned implementation of enterprise resource planning. The recent and ongoing experiences of other HLCM

organizations provided useful insights and guidance on such challenges, in particular with respect to issues related to coordination with other agencies on, inter alia, changes to business practices, management of change, setting of appropriate timelines and relationships and communication with the governing body and the staff.

44. The Committee endorsed in principle the proposal for Intranet shared access and requested the Information and Communications Technology Network to present a common technical solution for connecting securely all agency Intranets, taking into consideration the experience already developed in similar exercises by some member organizations, as well as the experiences of the “Delivering as one” pilots. The Committee also requested all HLCM Networks to discuss and report their findings on sharing information in their respective areas normally contained on agency Intranets, with a view to creating policy guidelines that allowed for maximizing information and knowledge sharing.

45. The Committee acknowledged and commended Susana Malcorra for her exceptional leadership in guiding the Information and Communications Technology Network in the past years, and unanimously appointed Ms. Angela Kane, Under-Secretary-General for Management of the United Nations Secretariat, as the new Chair of the Network. The Committee saluted both the departing and the newly elected chairs with warm applause.

VIII. Outcome of the Chief Executives Board review and strengthening of the Chief Executives Board secretariat

Documents

- Cover note and letter from the Secretary-General addressed to the executive heads dated 25 August 2008, with his proposal on the functions, structure and budget of the integrated CEB secretariat”

46. The Committee postponed the discussion on the proposal on the functions, structure and budget of the integrated CEB secretariat pending finalization of consultations on this matter within CEB.

IX. Any other business

Document

- Progress report on the CEB decision on moving towards a climate neutral United Nations (CEB/2009/HLCM/14)

A. Brief update on the progress made by United Nations system organizations towards achieving climate neutrality

47. The Committee took note of the progress report prepared by the Environment Management Group on the implementation by CEB member organizations of the CEB decision at its October 2007 meeting entitled “Moving towards a climate-neutral United Nations” and a United Nations climate neutral strategy.

B. Dates for the next session of the High-level Committee on Management

48. The Committee was informed that the eighteenth session of the HLCM would take place in New York towards the end of September 2009, and that a proposal for a date would be circulated shortly by the CEB secretariat for an early decision.

Annex I

List of participants

Chairperson: Josette Sheeran (WFP)
 Vice-Chairperson: Denis Aitken (WHO)
 Secretary: Remo Lalli (CEB secretariat)

<i>Organization</i>	<i>Name, title and division</i>
United Nations	Ms. Angela Kane Under-Secretary-General for Management
	Ms. Susana Malcorra Under-Secretary-General for Field Support
	Mr. David Veness Under-Secretary-General for Safety and Security (via videoconference)
	Ms. Catherine Pollard Assistant Secretary-General for Human Resources Management
	Mr. Jay Karia Director, Division of Accounts, and Co-Chair of the Finance and Budget Network
	Ms. Maria Vicien-Milburn Director, General Legal Division
	Mr. Brian Davey Medical Director and Representative of the United Nations Medical Directors Working Group
	Ms. Marta Helena Lopez Chief, Human Resources Policy Service, Office of Human Resources Management
	Mr. Joel Cohen Department of Field Support
United Nations Office at Geneva	Ms. Jan Beagle Deputy Director-General, United Nations Office at Geneva
United Nations Office at Vienna/United Nations Office on Drugs and Crime	Mr. Franz Baumann Deputy Executive Director, United Nations Office on Drugs and Crime
International Labour Organization	Ms. Patricia O'Donovan Executive Director, Management and Administration
Food and Agriculture Organization of the United Nations	Mr. Manoj Juneja Assistant Director-General, Department of Human, Financial and Physical Resources

<i>Organization</i>	<i>Name, title and division</i>
United Nations Educational, Scientific and Cultural Organization	Ms. Dyane Dufresne-Klaus Director, Bureau of Human Resources Management and Human Resources Network Spokesperson
	Ms. Yolande Valle Director, Bureau of Budget
	Mr. Getachew Engida Director and Comptroller, Bureau of the Comptroller
World Health Organization	Mr. Denis Aitken Assistant Director-General, General Management
	Ms. Namita Pradhan Assistant Director-General for Partnerships and United Nations Reform
International Civil Aviation Organization	Ms. Fang Liu Director, Bureau of Administration and Services
Universal Postal Union	Mr. Michael Mauer Director of Human Resources
World Bank	Mr. Pete Gallant Chief, Corporate Security and Business Continuity
International Monetary Fund	Mr. Frank Harnischfeger Director, Technology and General Services Department
World Meteorological Organization	Mr. Joachim Müller Director, Resource Management Department
International Telecommunication Union	Mr. Richard Barr Chief, Administration and Finance Department
International Maritime Organization	Mr. Andrew Winbow Director, Administrative Division
World Intellectual Property Organization	Ms. Chitra Narayanaswamy Senior Counsellor, Office of the Director-General
International Fund for Agricultural Development	Ms. Jessie Rose Mabutas Assistant President, Finance and Administration Department
United Nations Industrial Development Organization	Ms. Hui Sui Managing Director
	Ms. Amita Misra Director, Financial Services Branch, Division of Administration
United Nations World Tourism Organization	Mr. José G. Blanch Director, Administration Division

<i>Organization</i>	<i>Name, title and division</i>
International Atomic Energy Agency	Mr. David Waller Deputy Director-General and Head of Management
United Nations Development Programme	Ms. Akiko Yuge Assistant Administrator and Director of Bureau of Management Ms. Irina Stavenscaia Planning Adviser, Bureau of Management Mr. Andrew Lukach Chief, Security Team and Representative of Inter-agency Security Management Network
United Nations Children's Fund	Mr. Omar Abdi Deputy Executive Director Mr. Ayalew Abai Comptroller Mr. Mark Hereward Team Leader, United Nations Coherence, Office of United Nations and Intergovernmental Affairs
World Food Programme	Ms. Josette Sheeran Executive Director Mr. Amir Abdulla Chief, Financial Officer and Director, Finance and Legal Division Ms. Diana Serrano Director, Human Resources Division Mr. Dominik Heinrich Director, Management Services Division and outgoing Chair of the Procurement Network Mr. Manuel Aranda Da Silva Senior Adviser to the Executive Director
United Nations Population Fund	Mr. Subhash K. Gupta Director, Division for Management Services
United Nations Relief and Works Agency for Palestine Refugees in the Near East	Ms. Laura Londen Director of Administrative Support
United Nations High Commissioner for Refugees	Ms. Karen Farkas Controller and Director, Division of Financial and Supply Management
United Nations Human Settlements Programme	Mr. Antoine King Director, Programme Support Division

<i>Organization</i>	<i>Name, title and division</i>
United Nations Environment Programme	Mr. Paul Akiwumi Chief, Executive Office, Chef-de-Cabinet Mr. Aniket Ghai Environment Management Group Secretariat
Joint United Nations Programme on HIV/AIDS	Ms. Helena Eversole Director, Department of Resource Management
International Trade Centre	Ms. Eva K. Murray Director, Division of Programme Support
United Nations Office for Project Services	Mr. Vitaly Vanshelboim Deputy Executive Director
United Nations System Staff College	Mr. Jafar Javan Deputy Director, Training and Learning Programmes Mr. John Seav Chief of Finance
Development Operations Coordination Office	Ms. Deborah Landey Director
International Civil Service Commission	Mr. Wolfgang Stoeckl Vice-Chairman
Comprehensive Nuclear- Test-Ban Treaty Organization	Mr. Robert Erenstein Chief, General Services of the Provisional Technical Secretariat
Representatives of Internal Audit Services of the United Nations	Mr. Claus Andreasen Director, Internal Audit, UNICEF
Coordinating Committee for International Staff Unions and Associations of the United Nations system	Mr. Stefano Berterame Vice-President and President of United Nations Staff Union in Vienna
Federation of International Civil Servants' Associations	Ms. Valérie de Kermel General Secretary Mr. Mauro Pace FICSA Executive member for compensation issues
United Nations International Civil Servants Federation	Mr. Claude Jumet Vice-President (New York)

<i>Organization</i>	<i>Name, title and division</i>
	Mr. Xavier Campos Executive Secretary, United Nations Office at Geneva Coordinating Council
Secretary of CEB	Mr. Thomas Stelzer Assistant Secretary-General for Policy Coordination and Inter-Agency Affairs, United Nations
Chief Executives Board for Coordination secretariat	Mr. Adnan Amin Director
	Mr. Remo Lalli Secretary, High-level Committee on Management
	Ms. Marta Leichner-Boyce Senior Inter-Agency Adviser on Human Resources Management
	Mr. Daniele Alesani CEB secretariat support

Annex II

List of documents

<i>Document symbol</i>	<i>Title</i>
CEB/2009/HLCM/1/Rev.1	Revised provisional annotated agenda
CEB/2009/HLCM/1/Add.1	Provisional programme of work
CEB/2009/HLCM/2/Rev.1	Report of the Steering Committee on Safety and Security and of its Operational Working Group on the Strengthening of the United Nations security management system
CEB/2009/HLCM/3	Report of the Inter-agency Security Management, Paris, 26-29 January 2009
CEB/2009/HLCM/3/Add.1	Financial implications of Inter-agency Security Management recommendations
CEB/2009/HLCM/4	Overview of the High-level Committee on Management; activities and linkages
CEB/2009/HLCM/5	Development Operations Coordination Office briefing on business practices: pilot countries
CEB/2009/HLCM/6	United Nations leaders programme: developing strategic leaders — update from the United Nations System Staff College
CEB/2009/HLCM/7	Briefing note on latest developments on the HLCM Plan of Action for the Harmonization of Business Practices
CEB/2009/HLCM/8	Task Force Accounting Standards: International Public Sector Accounting Standards adoption progress report
CEB/2009/HLCM/9	Human resources issues for information of HLCM: contractual arrangements
CEB/2009/HLCM/10	HLCM briefing on Intranet sharing
CEB/2009/HLCM/11	United Nations Secretariat enterprise resource planning project implementation
CEB/2009/HLCM/12	Finance and Budget-related highlights for information of HLCM
CEB/2009/HLCM/13/Rev.1	Draft executive summary of the summary of conclusions of the fifth session of HLCM's Procurement Network
CEB/2009/HLCM/14	Progress report on the CEB decision on moving towards a climate neutral United Nations: note by the Environmental Management Group secretariat
CEB/2009/HLCM/15	Human resources issues for information of HLCM
CEB/2009/HLCM/16	Human resources issues for information of HLCM: new system of administration of justice in the United Nations

<i>Document symbol</i>	<i>Title</i>
CEB/2009/HLCM/17	Submission from the United Nations Medical Directors Working Group to the HLCM regarding medical recommendations in the Independent Panel on Safety and Security of United Nations Personnel and Premises Worldwide and subsequent Inter-agency Security Management reports Strengthening of the CEB secretariat: note by the CEB secretariat on the Secretary-General's proposal
Background document:	
CEB/2008/HLCM/10	HLCM Plan of Action for the Harmonization of Business Practices in the United Nations system

Annex III

Statement by the Coordinating Committee for International Staff Unions and Associations of the United Nations System

On behalf of the 15 members of the Coordinating Committee for International Staff Unions and Associations of the United Nations System (CCISUA), representing over 30,000 staff across the common system, I would like to thank you for the opportunity to address you as part of the standing agenda item facilitating dialogue with the staff federations.

Our Federation's membership spans the Secretariat, economic commissions, funds, programmes and specialized agencies.

We represent staff both in headquarters and across a wide range of field duty stations, the majority of whom are active, dues-paying members of our unions and associations.

As such, we are in a position to provide inputs on matters affecting staff from a wide variety of viewpoints. My hope is that the issues that I will raise here will serve to foster a genuine dialogue between us, for today, and for the months and years to come.

My statement will address first the modalities of dialogue with staff representatives. I will then discuss the critical issue of security and safety of staff, and in particular local staff serving the United Nations in the field. I will conclude by sharing the views of our federation on the timely issues of human resource reform and the internal justice system.

Dialogue with staff representatives

The Committee has before it a heavy workplan for its two-day session, with numerous items of importance to staff. Ms. Pollard will provide you with a comprehensive briefing on both human resources and internal justice issues. In this regard, we would like to point out that most of the CCISUA members have been part of the negotiations that have led to these important reforms.

These important reforms certainly could not have come about had it not been for the flexibility and good faith that characterized the various sessions of the Staff-Management Coordinating Committee (SMCC) where they were negotiated. It was not an easy process and we regret having lost some important partners along the way.

It must be said that SMCC is not a perfect tool and may not be applicable to every organization, but when good faith dialogue between representatives of the staff and the administration exists, it can produce results for both sides.

While we appreciate the opportunity to engage in this dialogue with you, we believe that it may be necessary for a systematic review of industrial relations — of labour management relations — across the common system. All instances for dialogue — whether negotiation, good-faith consultation, or simply exchange of information — all mechanisms for promoting this open exchange between management and staff in the common system, must be reviewed. The review must be based on a thorough and expert analysis of the current systems and mechanisms

in place, from SMCC to the International Civil Service Commission (ICSC), from the Human Resources Network to this very Committee. The analysis should identify both strengths and weaknesses in the current environment and offer concrete suggestions for improvements. It should be based on the principles enshrined in international standards and both national and international best practice.

Why not learn from the diverse experiences of national civil services in our own member States, and build a system which reflects a true state of the art in staff-management relations?

Any such effort should lead to a rationalization of both the structure and functioning of labour relations in the international civil service. It should build a system in which all parties — staff, administrations, and Member States — can have confidence.

CCISUA stands ready to work with you to achieve this.

Security and safety of staff

Staff safety and security is a matter of fundamental importance, and as such we welcome the opportunity — whether here with you, in the Inter-agency Security Management Network, or at our own organizations — to be a part of the dialogue on this issue.

CCISUA has always participated — and tried to play an active and productive role — in the Security Management Network. Our participation has, among other things, reassured staff that their interests and concerns in relation to safety and security were represented. Therefore, we would like to reiterate that participation of staff representatives in this area is not a luxury that detracts from the technical discussion, but rather provides the process with additional viewpoints and inputs, ensuring that the policies which are adopted reflect the concerns of, and are ultimately understandable and acceptable to, the staff at large.

When it comes to the security and safety of staff, we would urge the Organization to clearly indicate to the Member States what is required and what is considered essential to guarantee the security and safety of staff — by each Member State housing United Nations staff within its borders, and by the General Assembly as a whole. While we understand that Member States may have difficulties in providing the necessary resources, given the current financial crisis, we believe it is important for the Organization to present its case and let the Member States decide. As it was stated by Under-Secretary-General Veness, terrorist attacks are not synchronized with the United Nations budget cycle.

CCISUA has raised the issue of staff safety and security at previous sessions of the High-level Committee on Management (HLCM), where we expressed a number of concerns. We would like to recall the unequal treatment of national staff and the lack of protection at the time of evacuation — a problem that was raised in the Brahimi report, and for which the current papers before you today do not provide a concrete solution. It might be opportune to examine the specific security threats for national staff and to make recommendations for improving the situation. At the last meeting of the HLCM, Mr. Veness in his statement said:

“Local staff: Locally recruited United Nations and humanitarian personnel remained most vulnerable and have accounted for the majority of casualties

and arrests, detentions or cases of harassment. For example, out of the total number of 25 deaths from malicious acts among United Nations personnel, 21 involved locally recruited staff members.”

In many countries, national staff are targeted simply owing to their service to the United Nations, but when it comes to national staff the United Nations still acts as if the environment were pre-Rwanda, pre-Baghdad, pre-Algiers. Bombs and bullets do not discriminate between locally or internationally recruited staff. In situations of crisis, and when considering the entitlements of staff in difficult duty stations, the system must not discriminate between categories either.

The staff have other serious concerns as well:

Minimum operating security standards (MOSS) compliance in United Nations offices cannot be subject to compromise. What does the “M” in MOSS indicate? Minimum. And by minimum this is a floor below which the organizations should **refuse to go**. Our interpretation of “minimum operating security standards” is that if we cannot ensure this minimum standard for our staff, we, as a system, will not operate in that situation. While a great deal of attention has been given to headquarters locations, a great deal remains to be done, especially in project offices, or those far from country capitals.

We welcome the submission by the United Nations Medical Directors Working Group on the medical recommendations contained in the Independent Panel on Safety and Security of United Nations Personnel and Premises Worldwide and Inter-agency Security Management Network reports, including:

- The need to support United Nations staff in field missions with insufficient local medical infrastructure
- Establishment of medical emergency preparedness across the common system
- Integration of medical issues in MOSS

Consideration must be given to whether common premises afford better protection or make United Nations offices easier targets in each individual duty station.

Counselling services must be improved for staff who are in high stress environments.

As the Brahimi report concluded, it is essential that the United Nations accept its responsibility as an employer, while making it clear to Governments that they have the responsibility to protect United Nations staff and bring to justice those who target the United Nations. There is a worrying tendency in a number of agencies across the system which, in some situations, unfairly place the security burden on employees rather than assuming the responsibilities that should fall to them as employers. This is not to suggest that staff have no personal responsibility vis-à-vis their own personal security, but staff members should not be made to bear the responsibility that should fall to the Organization, nor should they suffer the consequences of the Organization failing to assume its responsibility.

The common system must recognize — and develop concrete measures to take into consideration — the added risk for female staff in countries where women are specifically targeted, or where women’s rights are not fully respected.

Finally, CCISUA wishes to once again stress the importance of providing briefings to staff members on the safety and security environment in a country well before they begin their assignment — or even prior to accepting an assignment — rather than on arrival.

Human resources

CCISUA members recognize the importance of human resources management reforms as a means of ensuring the effective delivery of the mandate of the United Nations as demanded by our constituents.

It is for these reasons that our membership has continued to participate in good faith dialogue through the SMCC mechanism. And we believe that our participation delivers results for the staff, through the establishment of a system which balances the needs of the Organization and the Member States with those of the staff.

However, these reforms must be seen holistically — comprehensively — as a package that includes not only contractual reform but also the implementation of a new system for the administration of justice, the development of a reliable tool for performance management, a transparent system for recruitment, etc. Each of the constituent elements must be developed with a view to an effective fit within the whole, and the full implementation of the whole package is essential to guarantee the relative success of its constituent elements.

We realize that these reforms will increase the responsibility of staff in many areas — ranging from administrative coordination to ensuring policy coherence across various organizations — and we are ready to assume these responsibilities.

CCISUA members see the introduction of the new contractual arrangements as a positive step towards one United Nations. The inequities that exist in the treatment of staff are going to be addressed by a single, simple contractual arrangement for all staff, composed of three contracts: temporary, fixed-term and continuing. We continue to believe that the proposed three-tier system is the best mechanism for resolving the inequities and inefficiencies that plague the existing system of contractual arrangements.

Our federation welcomes the clarifications provided by the General Assembly in its resolution in respect of the use of temporary appointments, which have often been used in a way which has promoted precarious employment for many staff. We also appreciate the stated desire of the Assembly to ensure that the new system increases transparency, and the very narrow interpretation it provided to the termination of contracts “in the interest of the good administration of the Organization”. Whereas the original wording allowed for a quite a broad — and in our opinion overly broad — usage of the terminology, the Assembly has limited it to a “change or termination of mandate”.

One area which requires further study or clarification, however, is the paragraph which is reflected in one of the papers you have before you (CEB/2009/HLCM/9).

Through the resolution, the General Assembly decided “that there shall be no expectations, legal or otherwise, of renewal or conversion of a fixed-term contract irrespective of the length of service”. This point — and the erosion in the

employment security which it seems to represent — has raised concerns among the staff, and among the unions and associations which represent them.

It would be important here to clarify that the decision of the General Assembly seems to go against the case law of the tribunals.

First, the tribunals have consistently found that “even where an organization’s staff regulations say that a fixed-term contract is ipso facto extinguished on expiry, non-renewal is to be treated as a distinct and challengeable administrative decision”. In this regard, the jurisprudence is clear: “even when someone has just a temporary appointment a decision not to renew it must be taken when the contract period is expiring”.

I am not a lawyer, but this general principle of law seems to recognize the reasonable expectations of renewal for staff holding fixed-term contracts. This is borne out in multiple cases and was seen by the Administrative Tribunal of the International Labour Organization as “an indispensable safeguard of security of employment in the international civil service which indeed, unlike many national civil service and some regional organizations, commonly grants fixed-term appointments”.

It is unlikely that such jurisprudence — again based on a general principle of law — could be overturned by any organization, or even by the General Assembly itself. But, again, this is an area which will require close study and clarification.

If the harmonization of contracts across the common system is to become a reality, these important legal questions — which form the basis of job security for United Nations staff — must definitely be addressed.

This gets back to what I mentioned earlier, that these reforms must be holistic. The General Assembly resolution notes that ICSC will be looking at the subject of separation payments and end of service bonuses. It would be inappropriate for these contractual reforms to be implemented before such packages, or social plans, are negotiated with the administrations and staff representatives.

Internal justice

The new system of administration of justice is coming and it is the obvious complement to the human resources reforms mentioned above.

Indeed, in its resolution the General Assembly makes explicit reference to the fact that “the fair and equitable implementation of the new contractual arrangements will be directly linked to the effective functioning of the new system of administration of justice”.

The system was the product of long and sometimes difficult negotiations between the staff and management. While the end result is not perfect, our members believe that the system reflects a number of important advances in comparison with the system which it is replacing. We have reiterated our willingness to continue our efforts to ensure that the new system is in place in the coming months.

We reiterate our support for a new system of justice that is, and let me quote the words of the Member States directly: “independent, transparent, professionalized, adequately resourced and consistent with the relevant rules of international law and the principles of the rule of law and due process, to ensure due

respect for the rights and obligations of staff members and the accountability of managers and staff members alike”.

There are some issues which remain to be addressed, and we need to ensure that all such issues are clarified in the shortest possible time frame, given the imminent introduction of the new system. Legal experts from CCISUA members are working with the Administration to resolve these issues and we are hopeful that we will be ready to start with the new system without further delay.

I apologize for taking some time but given the limited presence allowed for the staff representatives we must convey our views on all relevant issues which you will be addressing over the next two days under this agenda item. We hope that our statements can be followed by a productive dialogue between you, the senior managers of the organizations here represented, and the representatives of the staff. As suggested by the President of CCISUA in earlier correspondence with the CEB secretariat, our federation stands ready to discuss ways to improve the way in which HLCM and the staff federations engage in dialogue.

The Staff Unions and Associations that make up CCISUA have demonstrated on many occasions that staff representatives can be partners in good faith dialogue, ensuring that the Organization and the organizations which we represent are ready to face new challenges and adapt to new situations.

Annex IV

Statement by the Federation of International Civil Servants' Associations

First of all, we would like to congratulate Ms. Josette Sheeran as Chair and wish her success in this new challenge.

The Federation of International Civil Servants' Associations (FICSA) understands that your agenda is heavy and will make a few brief comments today in the interest of allowing enough time for dialogue. We appreciate the opportunity to continue a fruitful exchange of views with you; in this respect, we hope that in future more time could be allocated to our dialogue on issues of interest to the staff.

I would also like to introduce my colleague, Mr. Mauro Pace, who is a FICSA Executive Committee member for compensation issues and who some of you may already know.

Let me now underline that FICSA looks at some human resources issues on your agenda with extreme attention: the contractual arrangements, the reform of the internal administration of justice system and the review of the mandatory age of retirement are all major factors in determining the conditions of employment of the international civil service and, eventually, its capacity to recruit and retain motivated staff.

Looking at other areas that fall under the coordination in the United Nations System Chief Executives Board for Coordination (CEB), an item on which we would like to ask for your views is the contentious revision of methodology used to determine the dependency allowances carried out by the International Civil Service Commission (ICSC). As you know, the Commission decided to adopt a common flat rate, based on the average of the tax abatements and social payments for dependants offered in the eight headquarters duty stations. As a result, the allowance was decreased for staff in the Professional and higher categories in several countries including Austria, Germany, Japan, the Netherlands and Switzerland. It is estimated that around 7,000 staff members are potentially affected by this measure. Apparently, some administrations in those duty stations are considering not applying the revised methodology. FICSA would like to hear your views in this respect.

Recently, the sixty-second FICSA Council reviewed the document prepared by the Administration of the International Atomic Energy Agency (IAEA) on "Declining Professional staff salaries in Europe" that was presented to the High-level Committee on Management (HLCM) at its sixteenth session (CEB/2008/HLCM/23) and to the thirty-first meeting of the Advisory Committee on Post Adjustment Questions (ACPAQ) in January 2009. This paper included a study prepared by PriceWaterhouse and Coopers which demonstrated the negative impact on professional salaries throughout duty stations in the Euro zone. We would like to ask HLCM to take action to minimize the erosion of the purchasing power of salaries in the Professional and higher categories. In this respect, an independent consultant should be hired to evaluate the findings of the PriceWaterhouse and Coopers study based on the same basket of goods and services considered by the United Nations in adjusting the post adjustment. Furthermore, we would like to urge HLCM to engage a private firm to conduct a study to identify the best-paying civil service. Staff are not satisfied with the Commission's conclusions in this regard, nor

with the insistence of the Advisory Committee that Professional salaries have not declined in real terms, although clear evidence has been presented confirming it.

As for the issues related to the General Service and other locally recruited categories, our membership is following with concern the ICSC's action on two areas of interest to almost 50,000 colleagues worldwide: the review of the methodologies for the conduct of salary surveys and the development of a global job evaluation system. FICSA has been, and currently is, an active participant in the respective ICSC working groups. However, we wish to share with you our concern over some possible developments: the outsourcing of data collection for salary surveys, as well as the implementation of the new job evaluation tool in the absence of all the required components, including an appropriate validation process. Since their combined effect will be far-reaching, adequate time and resources should be allocated to both exercises. We are committed to working at the development of innovative approaches that would result in more efficient, streamlined salary surveys and classification procedures. However, this could not happen to the detriment of a transparent and participatory approach, not to mention the meaningful application of the Flemming Principle. We are confident that you will support our position.

We would like to return now to an issue that has been previously raised several times at HLCM and in the Human Resources Network: strengthening staff representation. At the sixteenth session of HLCM, we expressed our appreciation for the view of the Secretary-General, presented at SMCC, that effective, open and meaningful staff-management relations were essential to the success of the common system, enabling the organizations to serve the Member States according to their respective institutional mandates. Recently, the Under-Secretary-General for Management similarly spoke about the importance of ensuring the effective participation of staff: she said that it was essential to have confidence that staff representatives have a true mandate from their constituencies. FICSA wholeheartedly supports this view, recognizing that work still needs to be done to develop criteria for the recognition of staff representative bodies.

FICSA appreciates the request by HLCM to the Human Resources Network to ask the Joint Inspection Unit to carry out a study of staff-management relations; however, we regret that our request for serious work on this issue has been delayed yet again. Apparently CEB has been requested to draft the terms of reference for the study; FICSA is seeking HLCM's support in its request to be part of the drafting team. We would like to ensure that the impact of the "One United Nations" approach on staff representation is included, as well as the recognition of local federations of United Nations staff associations. These local federations should be included in consultations with the resident coordinator or representative on local issues affecting staff. In essence, we need to ensure that every aspect of staff-management relations is taken into consideration in the study.

Before concluding, we would like to address security issues. FICSA has been an active participant in the Steering Committee on Safety and Security of Staff, and also in the Operational Working Group. At last week's videoconference meeting of the Steering Committee, which considered the report of the Working Group, FICSA emphasized the importance of the involvement of staff representatives at every stage. We also expressed disappointment that the security of national staff was given little attention in the framework, despite the recommendations of CEB. In fact, we

noted with serious concern that the section on human resources management issues was incomplete, since it did not reflect the work carried out by the Human Resources Network on the Panel's recommendations with human resources implications. FICSA reiterated its position that staff must be fully informed about the level of risk prior to making a decision to accept an assignment. Staff should not be penalized by their decisions based on the risk level.

FICSA made a number of constructive suggestions: a website including safety and security issues should be available for consultation and a hotline should be created, as previously recommended by CEB. FICSA feels very strongly that the United Nations security management system should adopt a policy for "protecting people first and property second".

Another important security-related issue concerns the contractual status of national staff, as we have a duty to ensure that all security and safety measures apply to them as well. FICSA is requesting that national staff be entitled to the same safety and security provisions as their internationally recruited colleagues. We look forward to the discussion of the Working Group report in this session and are prepared to offer a number of detailed comments at that time.

Annex V

Statement by the United Nations International Civil Servants Federation

We thank you for the opportunity to address you; however, the United Nations International Civil Servants Federation (UNISERV) regrets that the limited time allotted for our input, amounting to an approximately 45-minute dialogue twice a year, does not allow for the federations adequately to present their views and is therefore more symbolic than constructive. Member States, organs of the General Assembly and various regional groups have made themselves available more often and for a longer duration to hear the views of staff representatives and engage in a dialogue, and we would hope that you would follow their good example in the future. For now, and in the interest of using our time well, we shall go straight to the point and raise the two issues that we believe are of paramount importance to the international civil service at this juncture: contractual arrangements and the system of internal justice.

UNISERV is, of course, strongly in favour of enhancing contractual conditions, career development and mobility opportunities for field staff and to regularizing staff presently serving under substandard or precarious contractual conditions. However, we reject the notion that the proposed contractual measures will allow United Nations staff “to serve as one”. Instead, we believe that they will sanction a two-tiered system that will be both discriminatory and unjust. As resolution 63/250 is applicable only to the Secretariat, this demonstrates, indeed, that the concept of “One United Nations” has received a state funeral.

UNISERV also believes that a true harmonization of service should afford the opportunity to **all** staff to be mobile. The current scheme is detrimental to staff at Headquarters, and more specifically, for Professional staff in New York and Geneva, as it is to be expected that the mobility will happen *sens unique*, that is, in one direction only, from the field to Headquarters. We do, however, applaud the opportunities given to support staff, provided that they are fortunate enough to secure a field mission post after first resigning.

It is our strong belief that permanent appointments must be retained in the staff regulations. Article 101.2 of the Charter provides for the appointment of permanent staff in the Secretariat, a contract that has been enshrined in the staff rules and regulations in order to safeguard the independence of the international civil service. The permanent appointment has been used since the inception of the Secretariat to ensure the stability and integrity of staff and to create a genuine body of international civil servants.

In its resolution 63/250, the General Assembly proposes to abolish permanent contracts effective 1 July 2009. The Secretary-General is suggesting a new set of staff rules and regulations to implement this abolition. However, it should be noted that dispensing with permanent contracts is in direct violation of the Charter of the United Nations and is tantamount to amending it without going through the required procedures. Article 108 mandates that amendments to the Charter shall come into force when they have been adopted by a vote of two thirds of the members of the General Assembly and ratified by two thirds of the members of the United Nations in accordance with their respective constitutional processes.

Failure to adhere to the Charter of the United Nations will inevitably lead to legal challenges. These may take the form of appeals to the tribunals at a time when the General Assembly seeks to reduce the amount of litigation or a request to the International Court of Justice for an advisory opinion under Article 96 of the Charter, where all concerned parties would be allowed to present arguments and evidence on this issue. In view of the legal ramifications of abolishing the permanent contract, we respectfully submit that the General Assembly should postpone any further action on this matter until the implications of such a decision have been more carefully examined.

Although in resolution 63/250 the Assembly “stresses that the fair and equitable implementation of new contractual arrangements will be directly linked to the effective functioning of the new system of administration of justice” (sect. II, para. 20), the resolution on the new system of administration of justice (63/253) restricts the powers of the Dispute and Appeals Tribunals solely to administrative decisions that are “alleged to be in non-compliance with the terms of appointment or the contract of employment”. It precludes the Dispute Tribunal from suspending the implementation of the contested administrative decision “in cases of appointment, promotion or termination”, which are the major sources of disputes in human resources management. In addition, none of the Redesign Panel recommendations to include human rights issues in the Dispute and Appeals Tribunals statutes has been incorporated into the resolution, leaving the proposed new system of administration of justice unlinked to the core aspects of human welfare.

We have long advocated the harmonization of conditions of service, especially between the staff in the Department of Field Support and the Department of Peacekeeping Operations and those in the programmes, funds and specialized agencies such as the United Nations Development Programme. At the same time, we remain cognizant of the structural and functional differences that define the quality and caliber of staff required for the various configurations and mandates of the Secretariat and the other components of the United Nations common system.

In resolution 63/250, the General Assembly has obfuscated the contractual arrangements and the harmonization of conditions of service. Yet some administrations have interpreted resolution 63/250 as an opportunity to “seamlessly move staff from field missions to headquarters” in spite of the irregular recruitment practices in the field. Indeed, some administrations are asserting that beginning on 1 July 2009, “we are all one Secretariat” or even “serving as one”, is at odds with the organigram of the United Nations system, which shows that peacekeeping operations and missions fall under the aegis of the Security Council, a principal organ that is separate from the Secretariat.

Resolutions 63/250 and 63/253 fall far short of the recognition by the Charter, and the General Assembly’s previous affirmations, that the staff of the United Nations is an invaluable asset. They are also contrary to the expressed goal of the General Assembly to establish a new system of administration of justice that is “consistent with the relevant rules of international law and the principles of the rule of law and due process to ensure respect for the rights and obligations of staff”.

The elimination of the expectancy of contract renewal will set United Nations staff apart from that of most national civil services. It will also create an unsettling class differentiation between temporary staff and national competitive examination and other staff on permanent appointments. In addition, employment security, with

its accompanying rights and privileges, as well as the guarantees of due process, have always been critical factors in bringing highly qualified people to the Organization. It may become increasingly difficult to attract non-host country candidates to positions where, on very short notice, they may be forced to uproot their families, terminate their housing arrangements, and depart from the country. If implemented, resolutions 63/250 and 63/253 will, together, sweep away every vestige of the independence of the international civil service, giving rise to an intimidated, and thus servile and passive, workforce, deprived of the legal protections, rights and freedoms that ordinary citizens in the host countries enjoy.

In regard to the term “continuing appointments”, it should be clearly defined and a minimum duration of appointment specified. Does “continuing” simply mean “at the will of the employer or manager”? Moreover, no contractual conversions nullify the agreement reached between staff and management at SMCC XXVI (2002), which states that “staff that had satisfactorily completed five years of continuing service would receive a permanent appointment”.

Termination “in the interests of good administration” is a disturbing concept in its lack of clarity and its subjectivity. Until now, this type of termination has always meant “agreed termination” (see ICSC decisions and recommendations, sect. 4.72). In order to reflect the intention of the General Assembly in section II, paragraph 22, of resolution 63/250, the staff regulation should specify that “the interests of good administration of the Organization” should be understood as “a change or termination of a mandate”.

The proposed amendment does not seem to be consistent with general principles of international labour law. We believe that the existing provision for “agreed termination” should be maintained in the present form.

Administration of justice

For almost three years, the staff of the United Nations has been deprived of access to effective adjudication. Regrettably, the resolution on the new system of justice at the United Nations (63/253) merely repackages most of the shortcomings of the old system, except for the appointment of professional judges. Furthermore, in the proposed amendments to the staff rules and regulations, the mention of “rights” has been eliminated from the title of chapter one (the proposal refers to “duties, obligations and privileges of staff”). Given that in 2008 the Organization celebrated the sixtieth anniversary of the Universal Declaration of Human Rights, there should be an acknowledgment of the applicability of human rights and fundamental rights guarantees to international civil servants. Therefore, the staff rules and regulations of all common system organizations should be amended to state that:

“All international instruments containing universal human rights standards promulgated by or through the United Nations system shall apply as part and parcel of the staff rules and regulations. Conversely, nothing contained in the staff rules and regulations will be construed as preventing or jeopardizing the full observance of human rights and fundamental rights to the benefit of staff.”

We believe that there should be no shying away from including such a clause in the text of the staff rules and regulations of the common system. There should be

no reluctance to affirm that human rights apply not just worldwide, but Organization-wide.

Security and safety

UNISERV believes that, more than ever, there is a strong need to implement the proposed accountability framework.

As of this date, there is no system in place that can respond to the proposed accountability dimension, no oversight mechanism and no clear, defined line of responsibility. Furthermore, a serious attempt to correct the recognized dysfunctions of the system that already existed prior to the Algiers tragedy must be undertaken immediately.

Centralization or decentralization of the security system will remain irrelevant as long as there is not a strong commitment by the Member States to close the gap between the mandate to assure staff that they will be secure in the discharge of their functions and the financial resources allocated for that purpose.

Safety is not addressed in this report; however, it is an equally pressing issue because staff are put at risk on a daily basis (safety comprising areas such as aviation, road safety, etc.).

The role of the Secretary-General, as well as that of other administrators, must be clearly defined; we staff, both international and national, should not be asked to serve under an incoherent security and safety system.

As an addendum, the Under-Secretary-General of the Department of Safety and Security honourably resigned more than a year ago, and his resignation was promptly accepted by the Secretary-General. The fact that he continues to perform in the same capacity creates a level of anxiety and uncertainty for those who depend on a strong security and safety system.
